

2022

M B A

**4th Semester Examination**

**EMPLOYEE WELFARE**

**(Specialisation : Human Resource Management)**

**PAPER—HR—403**

*Full Marks : 100*

*Time : 3 Hours*

*The figures in the right-hand margin indicate full marks.*

*Candidates are required to give their answers in their own words as far as practicable.*

*Illustrate the answers wherever necessary.*

*Answer all questions.*

1. Answer any eight questions.

8×5

(a) Explain the term 'employee welfare'.

*(Turn Over)*

- (b) What are intramural welfare facilities? Discuss briefly.
- (c) Mention any five statutory provisions of employee welfare as per the Factories Act, 1948.
- (d) Explain the Philanthropic theory of employee welfare.
- (e) Mention any five types of occupational disease.
- (f) What do you mean by occupational hazards?
- (g) Explain Social Assistance and Social Insurance.
- (h) Distinguish between Statutory and Non-Statutory labour Welfare with examples.
- (i) Explain the police theory of labour welfare.
- (j) Distinguish between social welfare and employee welfare.

(k) Mention briefly the importance of industrial hygiene.

(l) Explain the importance of labour welfare?

2. Answer any *four* questions.

4×10

(a) Briefly discuss the scope of employee welfare in India.

(b) Briefly discuss various principles of Employee Welfare.

(c) What is meant by occupational hazards? Explain in detail the importance of occupational hazards.

3+7

(d) Briefly discuss with suitable examples, any five social security measures initiated by the Government of India.

(e) Discuss any five safety provisions as per the Factories Act, 1948.

(f) Briefly explain any five health provisions as per the Factories Act, 1948.

**[ Internal Assessment - 20 Marks ]**

—